

1. To: Puerto Rico North Carolina South Carolina Georgia Florida	2. Job Order Number: <i>316123</i>	3. Date of acceptance by CNPC: <i>10-16-12</i>
5. From: Rural Services Manager Virginia Employment Commission P O Box 1358 Richmond, VA 23219	4. Employer Name: <i>CANAM HARVESTING LLC</i> 6. OES Job Code, Title and Number of Positions Available <i>45-2091 Ag Equipment</i> <i>14 pos. Operator</i>	
7. Please note the following concerning the above job order: The attached H-2A job order has been accepted by U.S. DOL for Interstate Clearance		
8. By: (ES Agency Representative) Jason Padgett	Title: Rural Services Manager	Telephone Number: 804-786-8714
9. Receiving State Office: ("X" one) <input type="checkbox"/> Accepted (If accepted, list local offices extended to) <input type="checkbox"/> Rejected (If rejected, provide reasons)		
Comments:		
10. By: ES Agency Representative	Telephone Number:	Date Signed:



U.S. Department Labor
Employment and Training Administration

OMB Control No. 1205-0134
Expiration Date: November 30, 2012

Agricultural and Food Processing Clearance Order ETA Form 790
Pedido de Empleados para Agricultura y Procesamiento de Alimentos

1. Employer's Name and Address (Number, Street, City, State, and Zip Code)/
Nombre y Dirección del Empleador (Número, Calle, Ciudad, Estado y Código Postal)

Canam Harvesting LLC
521 N. Market Street
Seaford, DE 19973

Nos. 4 - 8 for STATE USE ONLY
Números 4 a 8 para USO ESTATAL

4. Industry Code/Código Industrial
115115

5. Job Order No. /Num.
de Orden de Empleo

316123

6. Occupation Title and Code/Título Ocupacional y Código

45-2091

Ag. Equipment Oper.

7. Clearance Order Issue Date / Fecha de Trámite

9-17-12

8. Order Expiration Date / Fecha de Expiración

11-22-12

Telephone number/Teléfono: 1800-320-8154 Fax: 514-397-5578

9. Anticipated Period of Employment / Periodo Anticipado de Empleo

From/ Desde: 11/07/2012 To/Hasta: 12/07/2012

2. Location and Direction to Work Site/ Ubicación y Dirección al Lugar de Trabajo

Start Point, Employer provided housing at Wachapreague Inn, 1 Main St.,
Wachapreague, VA 23480

10. No. of Workers Requested / Num. de Trabajadores Solicitados
14

PLEASE SEE ATTACHMENT for all worksite locations and directions.

11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 40

Sunday / Domingo - Monday / Lunes 8
Tuesday / Martes 8 Wednesday / Miércoles 8
Thursday / Jueves 8 Friday / Viernes 8
Saturday / Sábado -

(If additional space is needed, use separate sheet of paper/ Si necesitas más espacio, utilices otra hoja de papel)

3. Location and Description of Housing / Dirección y Descripción de la Vivienda

The housing where the workers will be lodged is in rental apartments at:

Wachapreague Inn, 1 Main St., Wachapreague, VA 23480

The housing unit in which the workers will be staying is a three-storey house and Inn containing 5 bedroom suites with 2 beds in each bedroom as well as dressers and beddings. Each bedroom has a joining bathroom so there are 5 bathrooms as well as a community full kitchen, living room, porch, telephone and WiFi service.

PLEASE SEE ATTACHMENT.

12. Collect Calls Accepted from/ Aceptan Llamadas por Cobrar de:

Employer / Empleador Yes/Si ☒ No ☐

Local Office / Oficina Local Yes/Si ☐ No ☒

(If additional space is needed, use separate sheet of paper / Si necesitas más espacio, utilices otra hoja de papel)

13. Board Arrangements / Arreglo de Alojamiento

Workers will cook and prepare their own meals. Kitchen facilities are provided at no cost to the workers. In addition, the employer is in charge of supplying groceries for all the workers. However, there are additionally three (3) convenience/grocery stores located between 3 to 30 minutes walking distance.

14. Referral Instructions / Instrucciones sobre cómo Referir Candidatos

The employer will accept referrals from all sources. Applicants who apply directly to the employer should contact the following designated Employer Contact, who will accept referrals and interview workers by telephone any weekday from 9 am until 5 pm, and on appointment:

Johanne Chaput, CANAM Harvesting LLC
521 N Market Street
Seaford, DE 19973
Telephone: 1-800-320-8154 (Toll-free from the US and Canada)
Fax: (514) 397-8515

15. Job Specifications / Especificaciones del Trabajo

Job Duties: Inspect field to identify harvesting conditions, locate electric lines and obstacles (10%) Adjust height, speed and other functions of custom combine harvesters for maximizing operations and ensuring safety (10%). Harvest lima beans using combine harvesters or other farm machinery according to soil conditions and supervisor's instructions (60%). May drive combine harvesters from site to site up to a distance of 30 miles (5%). Responsible for routine maintenance and repair of the combine harvesters including performing inspection of harvesters before and after each shift, verify oil, mobile pieces, and others (10%); Perform emergency repair of harvesters as needed (5%).

Type of machinery used: Specialized combine harvesters worth almost \$400 000.00 each as well as tractors and other farm equipment regularly used in the harvesting of Lima Beans. (See annexed documentation regarding the machinery, namely the combine harvesters, which were designed/created for both day and night harvesting).

Qualifications: Valid driver's license and at least one (1) year of experience operating large farm machinery. Must be able to demonstrate ability to operate and drive highly specialized combine harvesters; Ability to understand operation and secure handling of complicated hydraulic & electrical systems; Good health and able to understand/follow supervisor's instructions. Employer will request applicant to conduct a supervised test-drive after hire to ensure ability and safety.

Employer will comply with re-entry restrictions applicable to pesticides and other chemicals used in the fields. A designated lead worker or company supervisor will provide instructions and general supervision. Technical activities will be closely supervised. However, workers will be expected to perform their general duties in a timely and proficient manner without close supervision. See ATTACHMENT at Item 15.

(If more space is needed, summary of Material Job Specifications in ENGLISH can be included in separate document, and may also be included in SPANISH)

16. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)

Crop Activities Cultivos	Hourly Wage Salario por Hora	Piece Rate / Unit(s) Pago por Pieza / Unidad(es)	Special Pay (bonus, etc.) Pagos Especiales (Bono, etc.)	Deductions Deducciones	Yes/Si	No	Pay Period Periodo de Pago
Lima Beans	\$ 15.81	\$		Social Security / Seguro Social	<input checked="" type="checkbox"/>		Weekly / Semanal <input type="checkbox"/>
	\$	\$		Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>		
	\$	\$		State Tax Impuestos Estatales	<input checked="" type="checkbox"/>		Bi-weekly / Quincenal <input checked="" type="checkbox"/>
	\$	\$		Meals / Comidas		<input checked="" type="checkbox"/>	
	\$	\$		Other (specify)/ Otro (especifica)		<input checked="" type="checkbox"/>	Other / Otro

More Details About the Pay / Mas Detalles Sobre el Pago

Employer agrees to pay the prevailing wage rate for the occupation if higher than the AEWR. See Attachment Item 16.

(If additional space is needed, use separate sheet of paper. / Si necesitas más espacio, utilice otra hoja de papel)

17. Transportation Arrangements / Arreglos de Transportación

For workers who complete 50 percent of the work period, the employer will reimburse the worker for costs incurred by the worker for transportation to the place of residence offered by the employer.

Subsistence for the days the workers are traveling to E, F, G, H and L Colonial Gardens Apartments from their homes will be \$11.13 daily without receipts, and \$46.00 daily with receipts, in accordance with the current Federal register. If the worker completes the period of employment, the employer will provide or pay the worker reasonable costs of transportation and reasonable subsistence from the place of employment to the place of recruitment. The amount of the reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable similar common carrier transportation charges for the distance involved. Please see Attachment.

(If additional space is needed, use separate sheet of paper. / Si necesitas más espacio, utilices otra hoja de papel)

18. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, and/or pay workers for this (these) crop activity (ies)? ¿Es la práctica habitual de usar Contratistas de Trabajo Agrícola para reclutar, supervisar, transportar, dar vivienda, y/o pagar a los trabajadores para este(os) tipo(s) de cosecha(s)? Yes / Si ☒ No ☐

If you have checked yes, what is the FLC wage for each activity? / Si contesto "Si," cual es el salario que le pagas al Contratista de Trabajo Agrícola por cada actividad?

\$15.81; Employer is a Farm Labor Contractor.

19. Unemployment Insurance provided? Seguro de Desempleo?

Yes/Si ☒ No ☐

20. Workers' compensation insurance provided? Se le provee seguro de compensación/indemnización al trabajador:

Yes/Si ☒ No ☐

21. Are tools provided at no charge to the workers? / Se les proveen herramientas sin costo alguno a los trabajadores?

Yes/Si ☒ No ☐

22. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None") / Enumere todos los acuerdos o convenios hechos con los propietarios del establecimiento o sus agentes para el pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno")

None

23. List any strike, work stoppage, slowdown, or interruption of operation by the employees at the place where the workers will be employed.
(If there are no such incidents, enter "None") / Enumere toda huelga, paro o interrupción de operaciones de trabajo por parte de los empleados en el lugar de empleo. (Si no hay incidentes de este tipo, indique "Ninguno")

None

24. Address of Order Holding Office (include Telephone number)/Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono)

(757) 302-2029
Virginia Employment Commission - Rural Services Unit - Eastern Shore
703 E. Main St., Richmond, VA 23218 35036 Lankford Hwy
(804) 786-6004; (804) 786-6004 FAX Unit 16, Okeech, VA 22418

25. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su línea directa)

Michelle Abraham Luis Echevarria
(804) 786-6004 (757) 302-2029

26. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job.

Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones del empleo que se le ofrece, y contiene todos los términos y condiciones materiales ofrecidos.

Employer's Signature & Title/ Firma y Título del Empleador

J. Chaplin

Date: 09/06/2012

READ CAREFULLY, In view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the ETA nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.

LEA CON CUIDADO, En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (One-Stop Career Center) constituyen una oferta de trabajo contractuales a las que el One-Stop Career Center, ETA o un organismo estatal es de ninguna manera una de las partes.

Public Burden Statement

The public reporting burden for responding to ETA Form 790, which is required to obtain or retain benefits (44 USC 3501), is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. The public need not respond to this collection of information unless it displays a currently valid OMB Control Number. This is public information and there is no expectation of confidentiality. Send comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing this burden, to the U.S. Department of Labor, Migrant and Seasonal Farmworker Program, Room S4209, 200 Constitution Avenue, NW, Washington, DC 20210.

ETA Form 790 (Revised Oct, 2010)

Previous versions not usable

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09/17/12

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ETA 790 ATTACHMENT ITEM 11 SUPPLEMENT

* When crops are ripe, it is essential that they be harvested in a timely manner in order to minimize any losses that may occur. There is a small window of time in which crops need to be harvested, or else they will become unusable. This is why Canam Harvesting, LLC has enough machines and workers to harvest 24 hours a day. Canam Harvesting divides its workers into three shifts. The morning shift (from 7am until 3pm) and afternoon/evening shift (from 3pm until 11pm) routinely consists of 6 workers per team. With a team of 6, we can run three (3) custom harvesters: with one operator per machine, and one man on the ground with each machine to clear any obstacles and assure that all crops are harvested by the operator. Normally, each worker operates the machine for 4 hours, and is on the ground for the other 4 hours. Our night shift (from 11pm until 7am) consists of five (5) team members so that at least two (2) custom machines may continue to harvest crops overnight. We have three (3) individuals on the ground during the night shift as obstacles may be more difficult for operators to spot, and to assure that the operators do not miss crops.

ATTACHMENTS TO ETA 790

Employer assures compliance with assurances at 20 CFR 655.135.

Item 2

The employer will be harvesting lima beans in a fixed itinerary starting on November 7, 2012 and ending on December 7, 2012 in the Commonwealth of Virginia. The employer will provide, on a daily basis, transportation to and from the employer provided housing, to the work site.

The itinerary will begin on November 7, 2012 at the employer-provided housing at 1 Main St, Wachapreague, VA.

All workers will be assigned to several work fields in Delaware and Maryland within reasonable commutable distance from the housing located at 1 Main St., Wachapreague, VA.

(Please refer to the attached list of fields as well as the maps enclosed with the present application), the employer will indicate to the worker the location and road directives where he will be working on a day-to-day basis.

The apartments provided by the employer, which will be the rallying point, are located at: 1 Main St., Wachapreague, Va.

Directions to Wachapreague Inn, 1 Main Street, Wachapreague, VA 23480 (Virginia Housing):

From Baltimore/Washington Area: about 3 ½ hours Travel 50 East to Rt. 50/Rt13 Bypass just West of Salisbury, Md. and follow Bypass onto Rt. 13 South. Continue traveling Rt. 13 South, crossing over the Virginia State line, for about 25 miles Turn left onto Rt.180 East to Wachapreague (traffic light, sign on corner). Travel about 4 miles into town, we're on the left, just before the waterfront.

From Eastern Pennsylvania – about 4 hrs Rt. 896 South, to Delaware Rt. 1 Bypass South. Rt. 13 South, crossing VA State line. Turn left onto Rt. 180 East to Wachapreague. Travel about 4 miles into the town, we're on the left just before the waterfront.

From Richmond, VA – about 3 hrs Take I-95 South to I-64 East Merge onto US 13 North. Follow through Chesapeake Bay Bridge Tunnel Turn Right on Rt. 180 East to Wachapreague. Travel about 4 miles into town, we're on the left just before the waterfront.

From Raleigh, NC – about 4 hrs Take I-64 East to I-95 North. Merge onto US-58 East. Merge onto I-664 South, towards I-264. Merge onto I-264 East. Merge onto I-64 West. Merge onto US-13 North. Follow through Chesapeake Bay Bridge Tunnel Turn Right on Rt. 180 East to Wachapreague. Travel about 4 miles into town, we're on the left, just before the waterfront.

Item 3

Wachapreague Inn

**1 Main Street
Wachapreague, VA 23480**

The housing unit in which the workers will be staying is a hotel facility which consists of 7 bedroom house, containing 6 ½ bathrooms, 14 beds in 7 bedrooms (2 per bedroom), full kitchen, living room, porch, telephone, and WiFi Internet access. Each bedroom is equipped with 2 beds, dressers and beddings. The kitchen is fully equipped with a refrigerator, stove, and all necessary dishes, pots, and pans. The living room set includes a television, couch and chairs. Certificate of Occupancy is provided to the USDOL, house and rooms meet local, state and Federal standards. Furthermore, the Employer will arrange an inspection with the State of Virginia to confirm the suitability of this housing. Housing will be clean and in compliance with applicable OSHA standards. The workers who are unable to return to their place of residence the same day will be provided housing at no cost. Workers occupying the housing will be responsible for maintaining the housing and the living areas in a neat, clean manner and in compliance with State Health Department Regulations for Virginia. Reasonable repair cost of damage, other than caused by normal wear and tear, will be charged to workers found to have been responsible for damage to housing or furnishings. Electricity, heating, and air conditioning will be provided at no charge to the workers.

Item 10

The employer anticipates hiring no workers locally as we have not employed workers in Virginia in the past 2 years, and requests 14 H-2A workers.

Item 11

The Scheduled Workweek and Shifts: The scheduled workweek is 40 hours. There are three (3) shifts available, namely day, evening, and/or night. The day shift begins at 7:00 am and ends at 3:00 pm. The evening shift is from 3:00 pm until 11:00 pm, and the night shift begins at 11:00 pm and ends at 7:00 am. During the busy harvesting season workers may be required to work more than the scheduled 40 hours per week. When the weather is hot the starting and quitting time may be shifted to earlier in the day. This may vary depending on crop and weather conditions.

Workweek Guarantee/Alternative Work: Employer will provide United States workers referred through this clearance order with 40 hours of work for the week beginning with the anticipated date of employment shown in Item 9. The employer may require the worker to perform alternative work if this guarantee is revoked. Alternate work will include fieldwork, general vegetables harvesting labour, and maintenance activities, including maintenance of equipment and tools used for harvesting. If referred worker fails to notify the job order-holding office of continued interest in the job at least five (5) days before date of need, worker will be disqualified from the above-mentioned assurance.

Three-fourth Guarantee: The employer guarantees he will offer the workers employment for at least three-fourths of the workdays of the contract period, and any extensions. The workday begin on the first workday the worker is at the work location and is ready, willing, able and eligible to work and ends on the expiration date shown in Item 9 or any extension thereof. For the purpose of this guarantee a workday shall mean the time as stated in Item 11 and shall exclude the worker's Sabbath and federal holidays. The worker may, however, be offered more hours than listed above, and may be offered work on the worker's Sabbath and on Federal holidays. If the employer fails to provide the worker with the amount of work required under this guarantee, the employer will pay the worker the amount the worker would have earned had the worker worked for the guaranteed number of workdays. In determining whether the period of guaranteed employment has been met, the employer will count all hours of work actually performed, and any hours that

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(Initials)

the worker fails to work, when the worker has been offered opportunity to work. If the worker voluntarily abandons employment before the end of the contract period or is terminated for cause, the worker is not entitled to the guarantee set forth above.

Termination of Contract / Act of God: If, before the ending date of the period of employment set forth in Item 9, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, hurricane, adverse crop conditions or other Acts of God which makes the fulfillment of the anticipated period of employment impossible, the employer may terminate the worker's employment. In the event of such termination, the employer will fulfill the above guarantee for the period that has elapsed from the first workday the worker is at work location and is ready, willing, able and eligible to work, until date employment is terminated. In such cases the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker. If such transfer is not affected the employer will offer to return the worker at the employer's expense, to the place from which the worker, disregarding intervening employment, came to work for the employer.

Item 12

Collect telephone calls will be accepted by CANAM HARVESTING LLC at the telephone number listed in Item 1 from Job Service placement personnel or applicants only Monday through Friday from 9:00 am to 5:00 pm. CANAM HARVESTING LLC has a Toll-Free (from US and Canada) number 1-800-320-8154 to receive calls.

Item 15

Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or alcohol (exception is made for moderate alcohol consumption in company housing during non-working hours) on company property is prohibited and will be cause for termination.

The employer will provide, at no cost, all tools or equipment necessary to perform required tasks to the worker.

Item 16

Employer agrees to abide by 20 CFR 655.120(a) and will offer, advertise in its recruitment, and pay a wage that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage.

The employer agrees to pay the prevailing wage rate for the occupation if higher than the AEWR. If the U.S. Department of Labor, publishes in the Federal Register a higher or lower AEWR during the period of employment covered by this job order, the higher or lower AEWR will be guaranteed if the prevailing wage rate is lower. Employer will not pay the worker a bonus based on quality picking, end of season, or other. Workers will be paid an hourly salary of \$15.81, which salary is increased \$1.00 per hour for each year of experience in the field, up to a maximum salary of \$24.00 per hour.

CANAM HARVESTING LLC employees are paid on a biweekly basis every other Friday with the pay period beginning on Friday and ending the second following Thursday.

Work Performed in Virginia:

As Virginia State Law does not require special rate of overtime, we will comply with the Fair Labor Standards Act's (FLSA) overtime regulations.

First Week Wage Guarantee: As per the U.S. regulations, Canam Harvesting LLC will provide workers referred through the clearance system the number of hours of work for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 working days prior to the original date of need by so notifying the order-holding office. The employer will provide the first wage guarantee which based on the wage offer of \$ 15.81 multiplied by the sum of weekly work hours (40) is \$632.40

Item 17 Cont. from ETA 790

Reimbursement of inbound and return transportation costs apply only to workers recruited from outside normal commuting distance.

Return transportation will not be provided to workers who either voluntarily abandon employment before the end of the employment period or who are terminated for cause. For the purpose of the above reimbursement, the «period of employment» shall be the period from the first day the worker is at the work site and is ready, willing, able and eligible to work until the anticipated ending date shown in Item 9.

In the case of termination for medical reasons or as a result of an Act of God the employer will pay return cost of transportation and subsistence expenses to the place from which the worker was recruited.

The worker understands that if he or she quits or is terminated for cause prior to the end of the period of employment he or she will not receive certain transportation reimbursements discussed under Item 17 and may not be eligible for rehire in future years.

OTHER CONDITIONS OF EMPLOYMENT

Termination: Employer may terminate the worker with notification to the Employment Service local office for lawful job-related reasons and if the worker : (a) malingers or otherwise refuses without justified cause to perform work for which the worker was recruited and hired in a timely and proficient manner; (b) commits serious acts of misconduct; or (c) abandons the employment whereas five (5) consecutive days of unexcused absence shall be considered an abandonment of employment; employee must notify the employer and secure permission for necessary absences.

Employer Notification of Changes in Employment Terms and Conditions: Employer will expeditiously notify the job order-holding local office or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.

Workers' Compensation: Workers' compensation will be provided at no cost to all workers in the occupation for which workers are being sought. The coverage and benefits provided must be at least equal to that provided under the State workers' compensation law for comparable employment. Employer's proof of insurance coverage will be provided to the Regional Administrator before certification is granted.

Wage Statements: Employer will furnish to the worker on or before each pay day written statements showing the hours actually worked by the worker and the worker's total earnings for the pay period. Such

Canam Harvesting LLC, Fall 2012 -VA

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(Initials)

statements will comply with DOL requirements.

Work Agreement: The employer will provide a copy of the contract or job clearance order to the worker no later on the day the work commences.

Item 24, Address of Order Holding Office for the State where the Multi-State Itinerary Begins:

Virginia Employment Commission

Employer Services

~~Rural Services Unit~~

~~703 E. Main St.~~

~~P.O. Box 1358~~

~~Richmond, VA 23218~~

~~(804) 786-6094~~

~~(804) 786-6091 FAX~~

Eastern Shore Office

Attn: Mr. Luis Echevarria

25036 Lankford Hwy, Unit 16

Onley, VA 23418

Tel.: (757) 302-2029

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09/17/12

HANOVER.

Hanover Foods Inc.
Harvesting Schedule For CANAM HARVESTING LLC

Virginia
2012
Date

<u>Farmer</u>	<u>Acres</u>	
B & D Farms 3475 Cove Rd. Machipongo, Va 23405	150	30-Oct (appx dates, depending on crops; to may be required as early as 1-Oct) 1-Nov
John W. Culver 2647 Culver Rd Capeville, Va 23313	50	1-Nov to 2-Nov
Wayne Heath Farms Inc. 5093 Jones Cove Dr. Townsend, Va 23443	50	2-Nov to 1-Nov
Francis I. Jones 5096 Jones Cove Dr. Townsend, Va 23443	150	2-Nov to 3-Nov
Ray Newman 4124 Richardson Rd Virginia Beach, Va 23455	100	3-Nov to 3-Nov
/ Mark Newman 7386 Mochipongo Rd Mochipongo, Va 23405	200	3-Nov to 4-Nov
/ Bruce Richardson 5419 Milford Rd. Capeville, Va 23313	150	4-Nov to 10-Nov
/ Milton Bunting 30492 Boston Rd Pungoteague, Va 23422	50	10-Nov to 13-Nov
/ Rawlings Scott 25112 Lankford Hwy Cape Charles, Va 23310	50	13-Nov to 15-Nov
Robert Scott Jr. 21518 Lankford Hwy Cheriton, Va 2316	50	15-Nov to 15-Nov
/ Twin Cedar Farms 5071 Seaview Rd. Cheriton, Va 23316	200	15-Nov to 17-Nov

Turrington Farms 30054 Drummontown Rd Melfa, Va 23410	500	17-Nov to 22-Nov
W. T. Holland & Sons 28322 Holland Ln. New Church, Va 28322	100	22-Nov to 23-Nov
Richard Hall 25351 Drummontown Rd Accomac, Va 23301	1200	23-Nov to 25-Nov

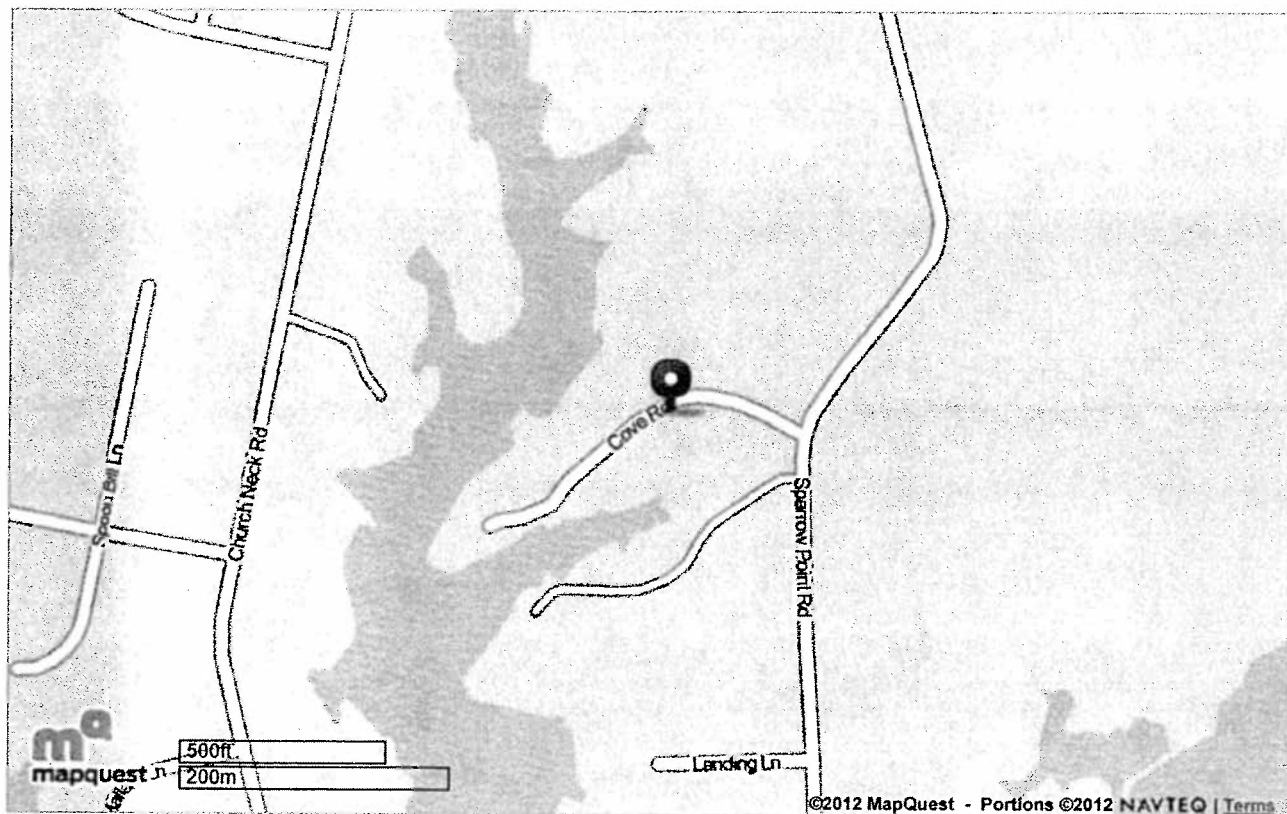
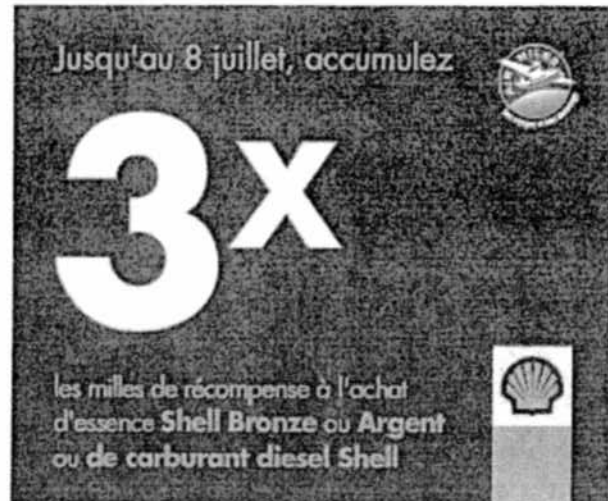
mapquest m^q

Map of:

3475 Cove Rd

Machipongo, VA 23405-2521

Notes



Directions and maps are informational only. We make no warranties on the accuracy of their content, road conditions or route usability or expeditiousness. You assume all risk of use. MapQuest and its suppliers shall not be liable to you for any loss or delay resulting from your use of MapQuest. Your use of MapQuest means you agree to our [Terms of Use](#)

mapquest m^q

Map of:

Capeville, VA 23313

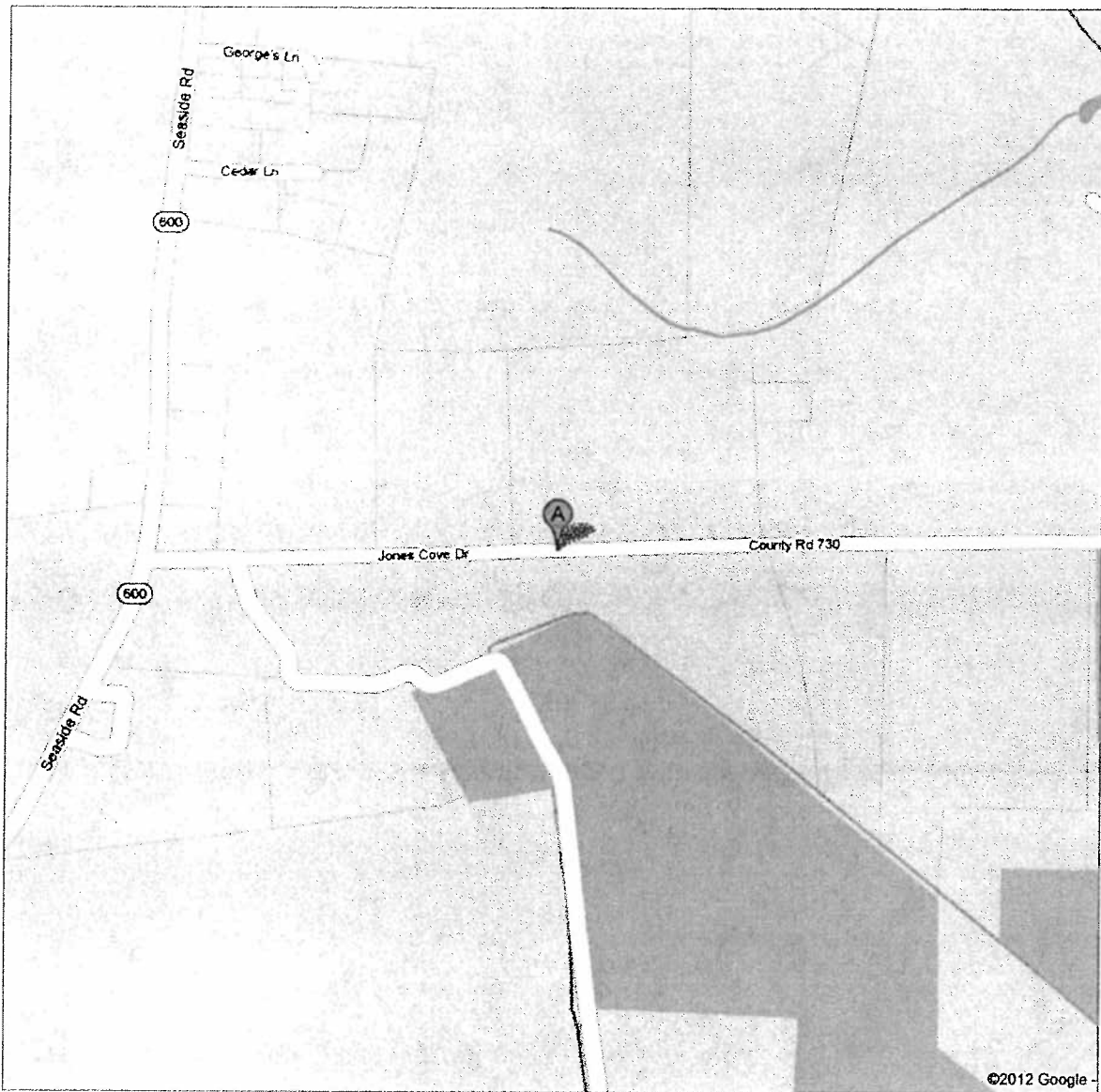
Notes



Directions and maps are informational only. We make no warranties on the accuracy of their content, road conditions or route usability or expeditiousness. You assume all risk of use. MapQuest and its suppliers shall not be liable to you for any loss or delay resulting from your use of MapQuest. Your use of MapQuest means you agree to our [Terms of Use](#)

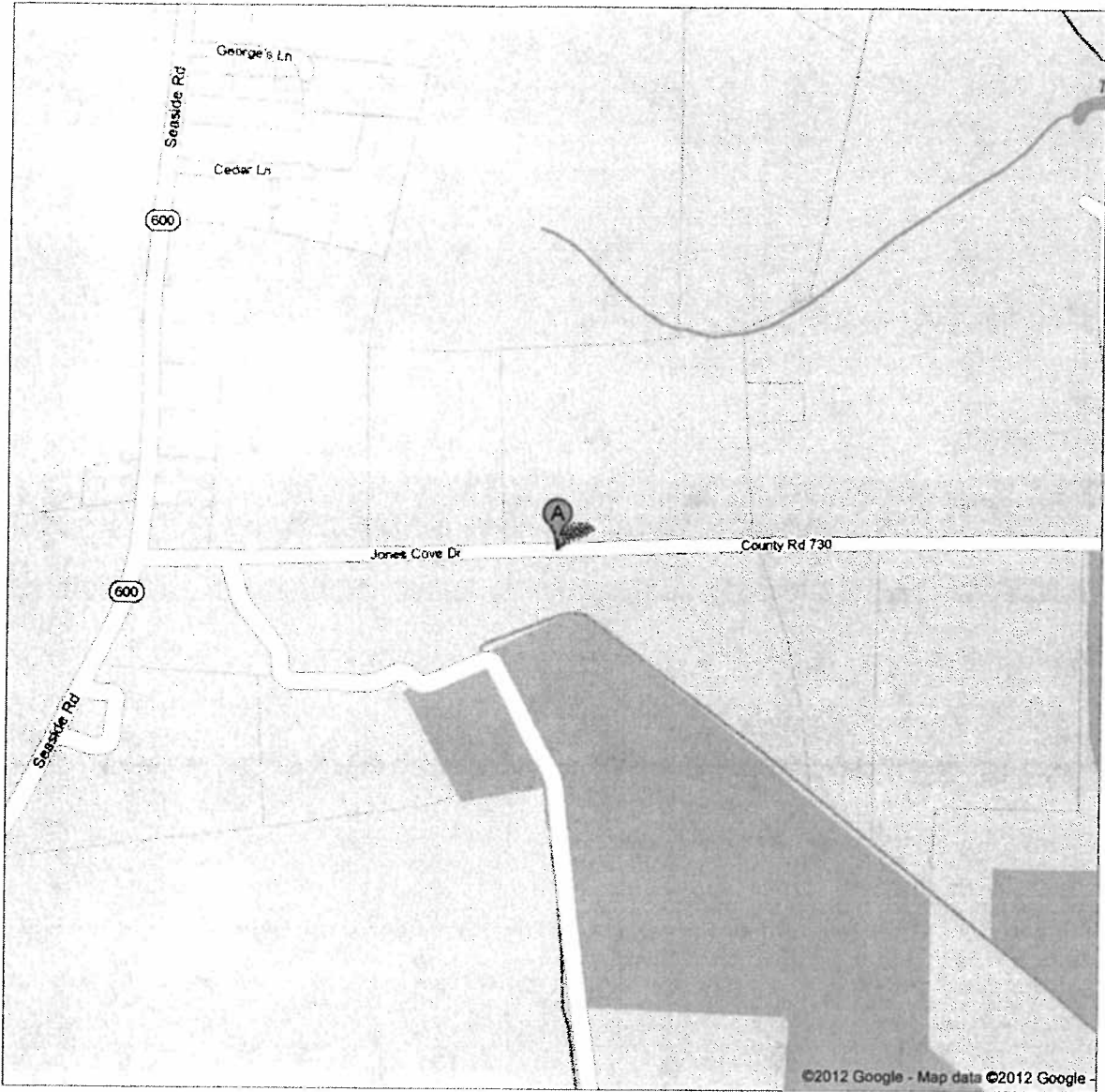


Address 5093 Jones Cove Dr
Cape Charles, VA 23310, USA



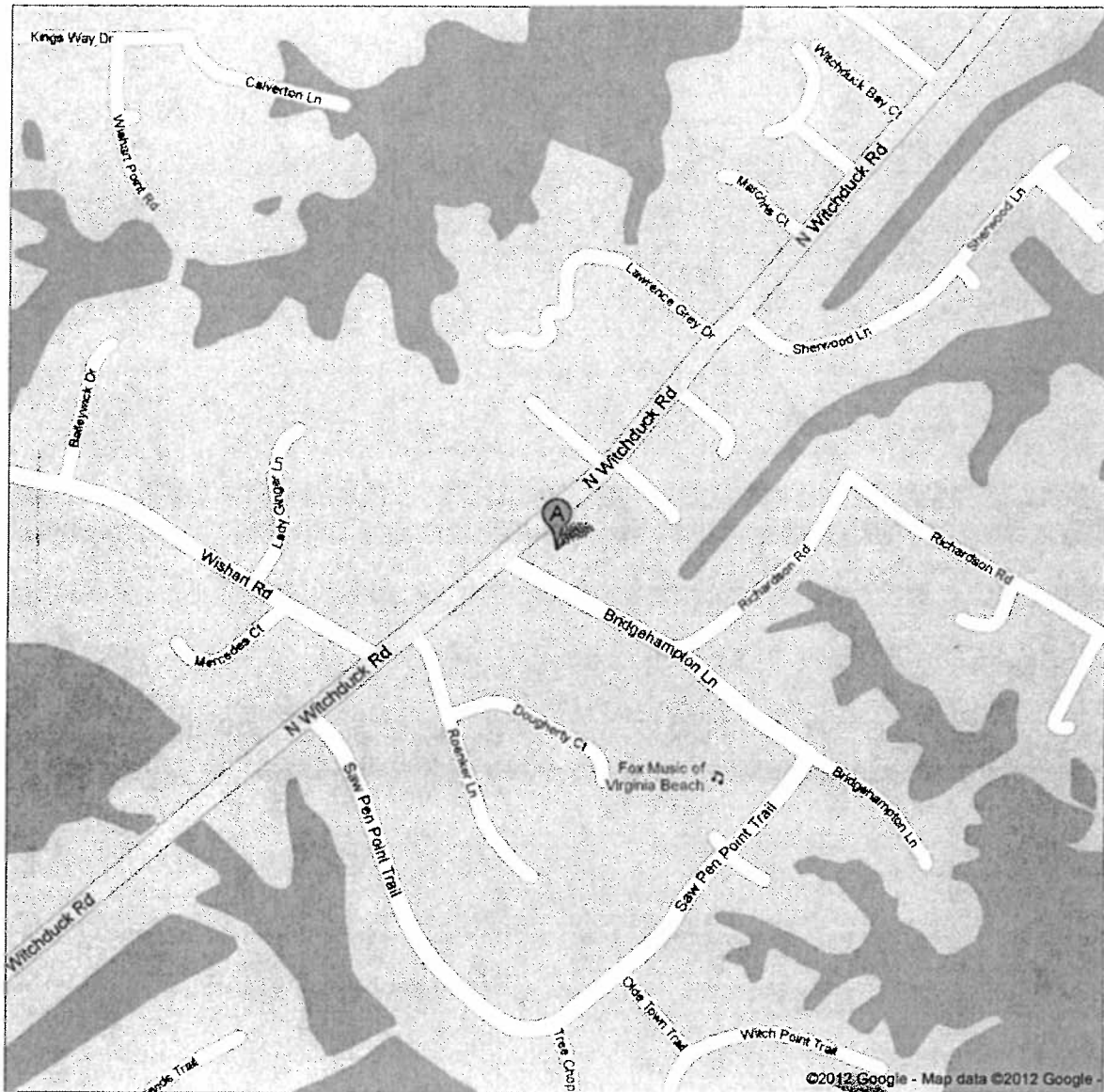


Address **5096 Jones Cove Dr**
Cape Charles, VA 23310, USA



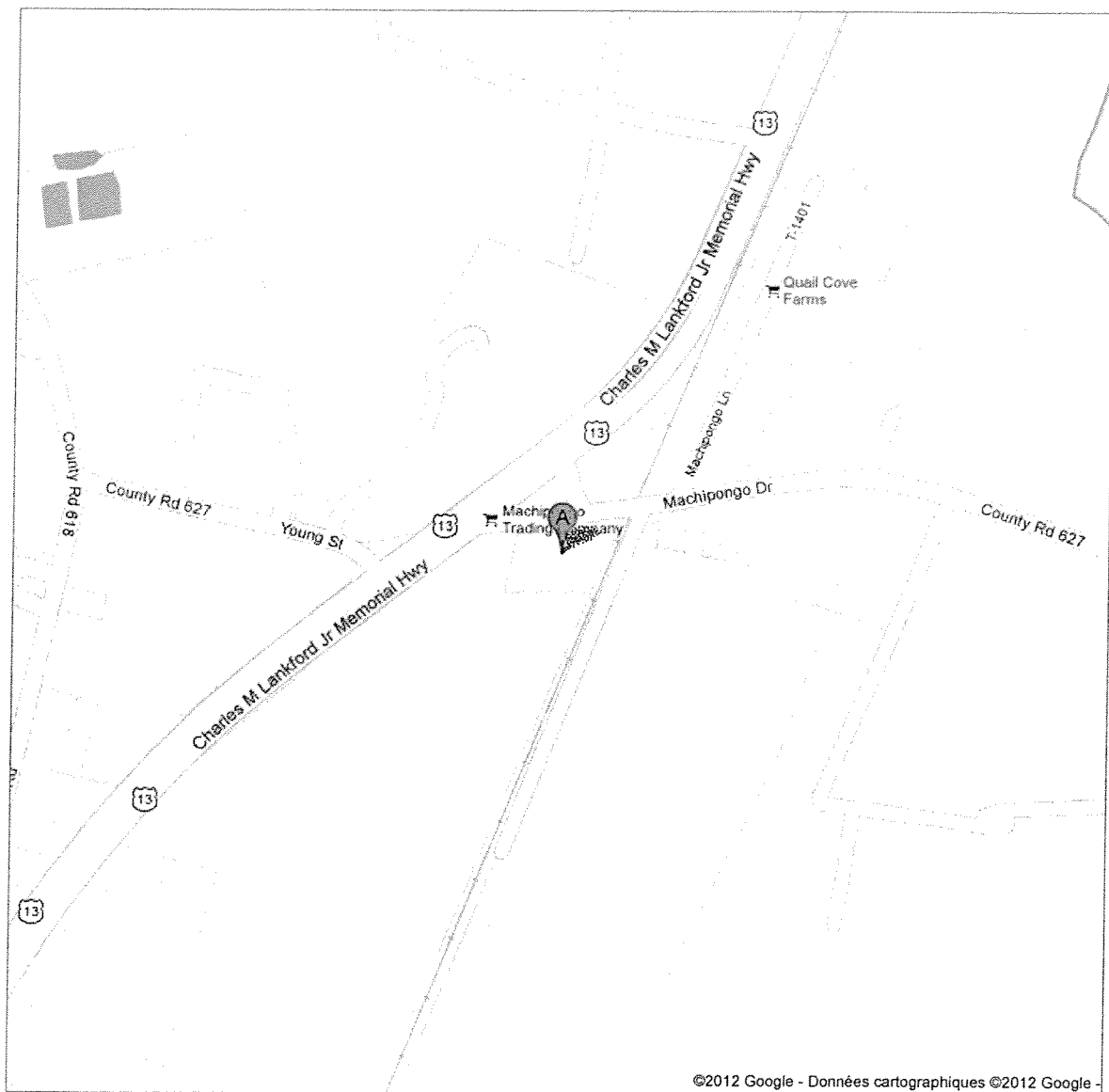


Address **4124 Richardson Rd**
Virginia Beach, VA 23455, USA



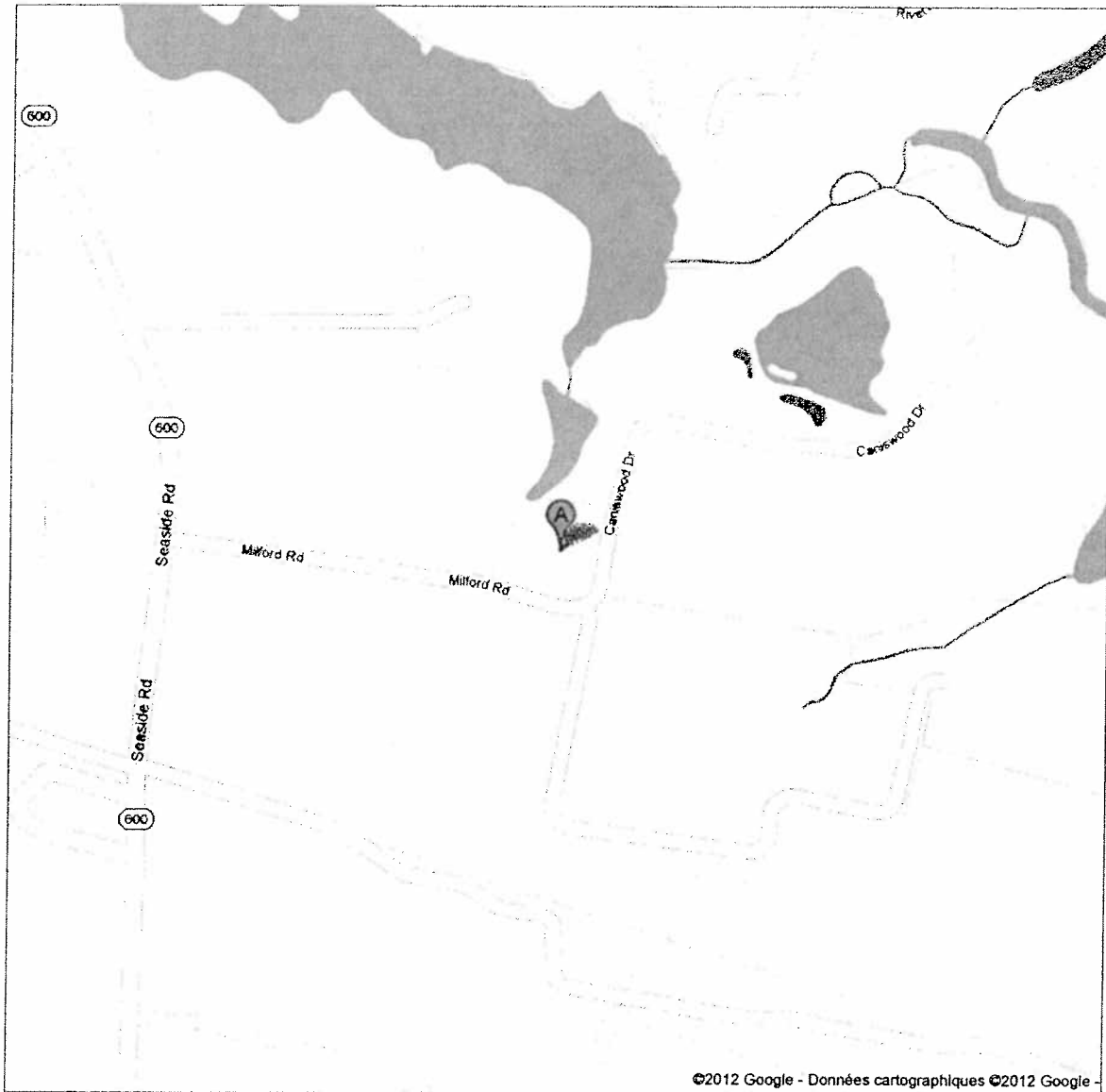


Adresse **7386 Machipongo Dr**
Machipongo, VA 23405, États-Unis



Google

Adresse **5419 Milford Rd**
Cape Charles, VA 23310, États-Unis

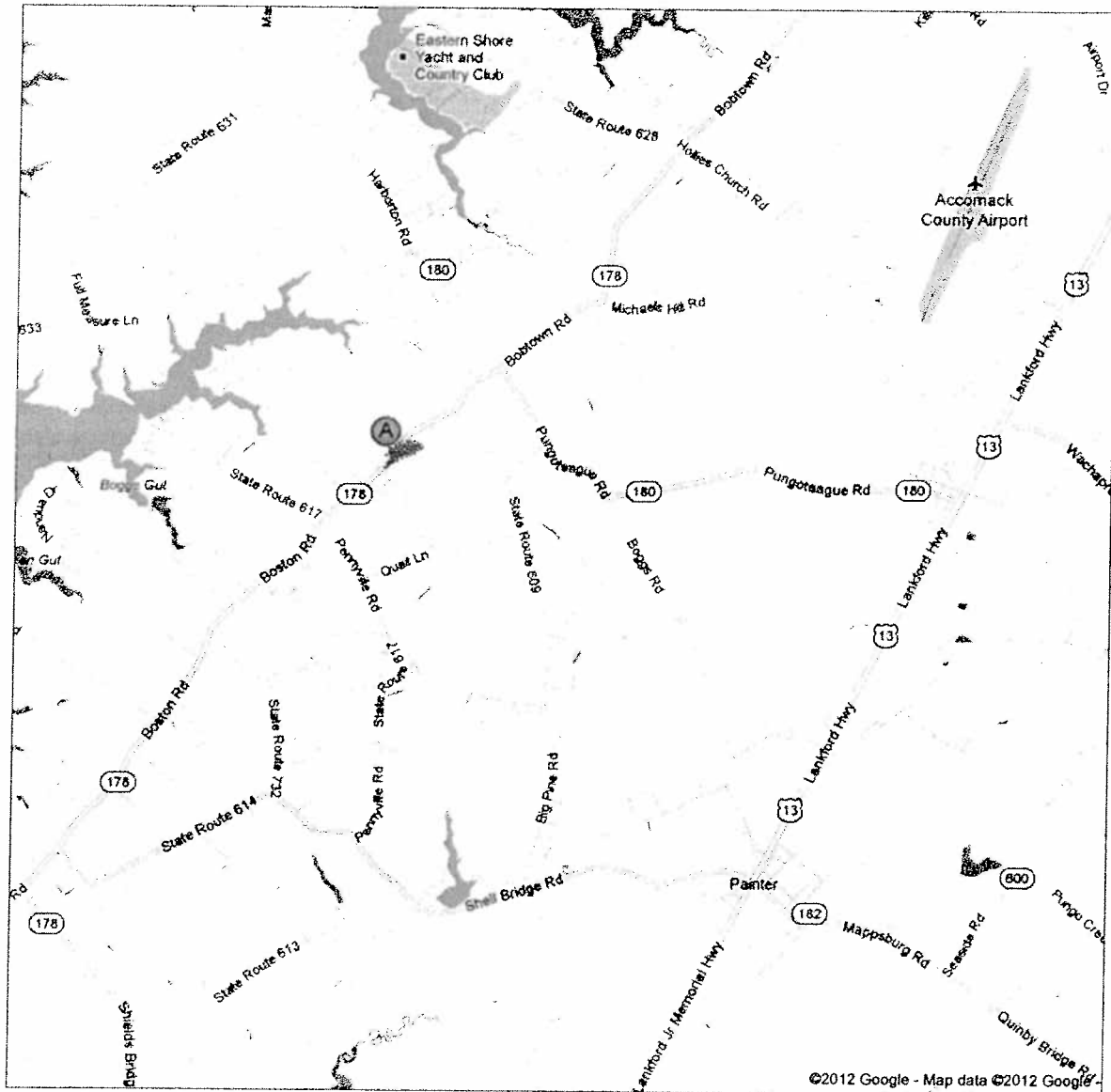




Address **30492 Boston Rd**
Painter, VA 23420

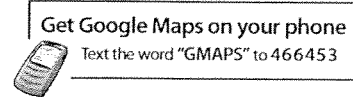
Get Google Maps on your phone

Text the word "GMAPS" to 466453





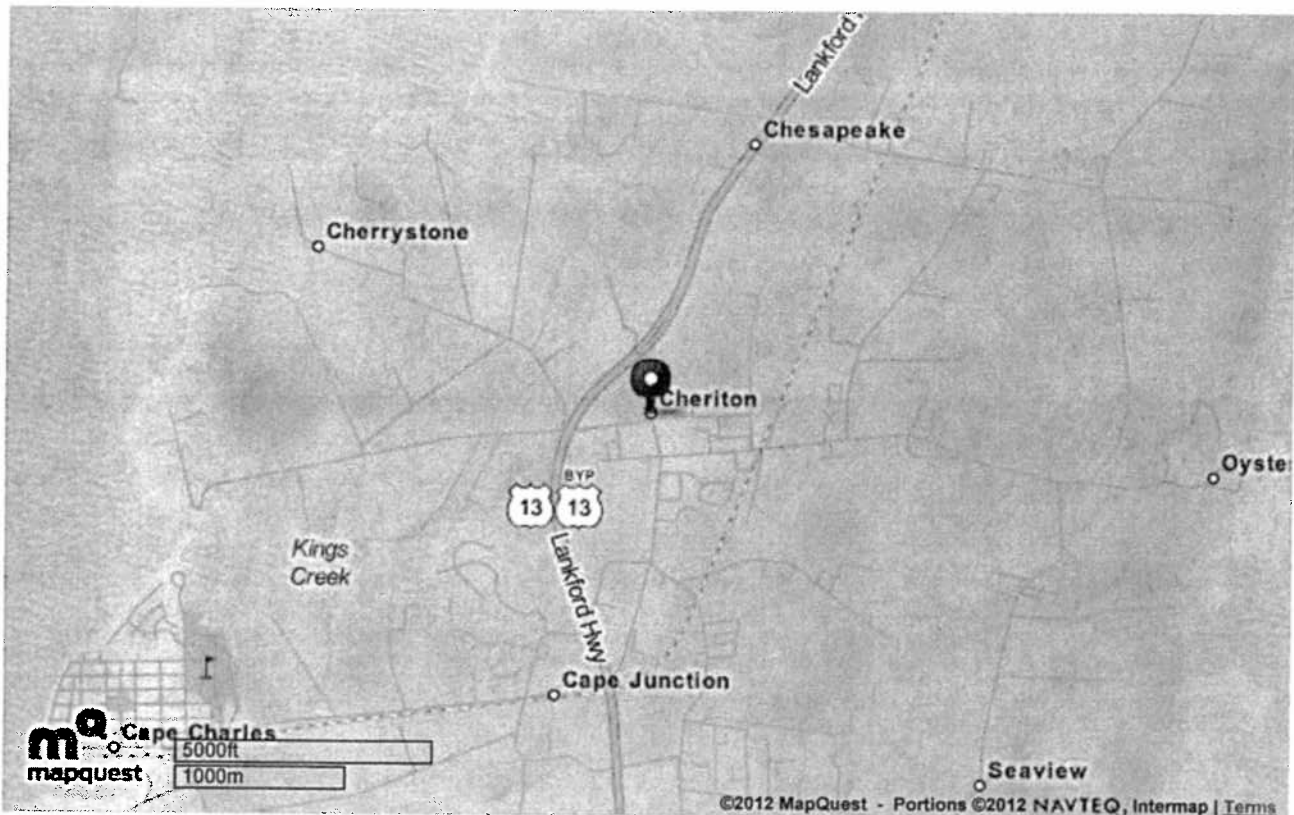
Address **25112 Charles M Lankford Jr
Memorial Hwy
Cape Charles, VA 23310**



mapquest m^q

Map of:
Cheriton, VA

Notes



Directions and maps are informational only. We make no warranties on the accuracy of their content, road conditions or route usability or expeditiousness. You assume all risk of use. MapQuest and its suppliers shall not be liable to you for any loss or delay resulting from your use of MapQuest. Your use of MapQuest means you agree to our [Terms of Use](#)

Google

Address **5071 Seaview Dr**
Cape Charles, VA 23310

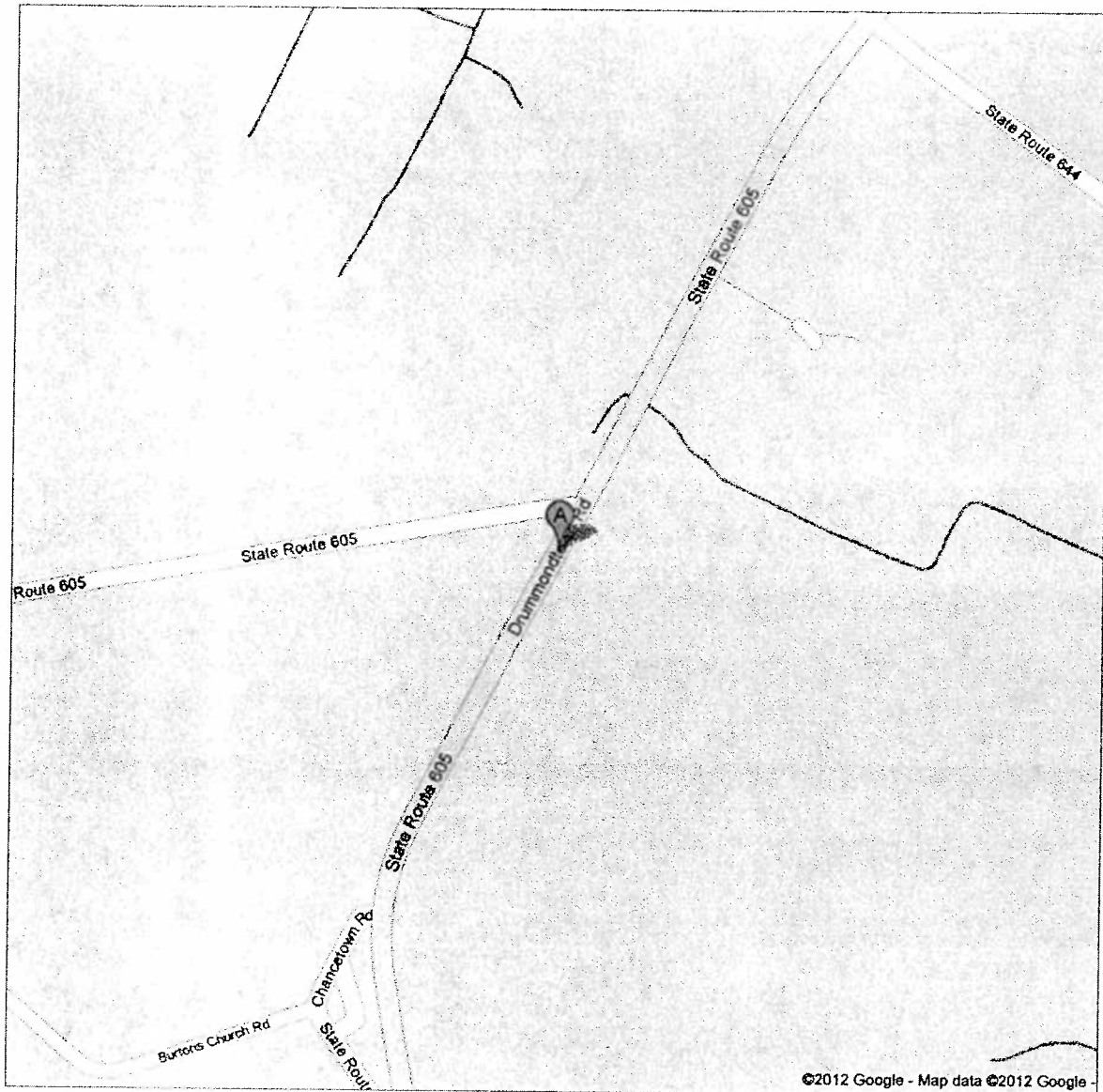
Get Google Maps on your phone

Text the word "GMAPS" to 466453





Address **30054 Drummondtown Rd**
Melfa, VA 23410, USA



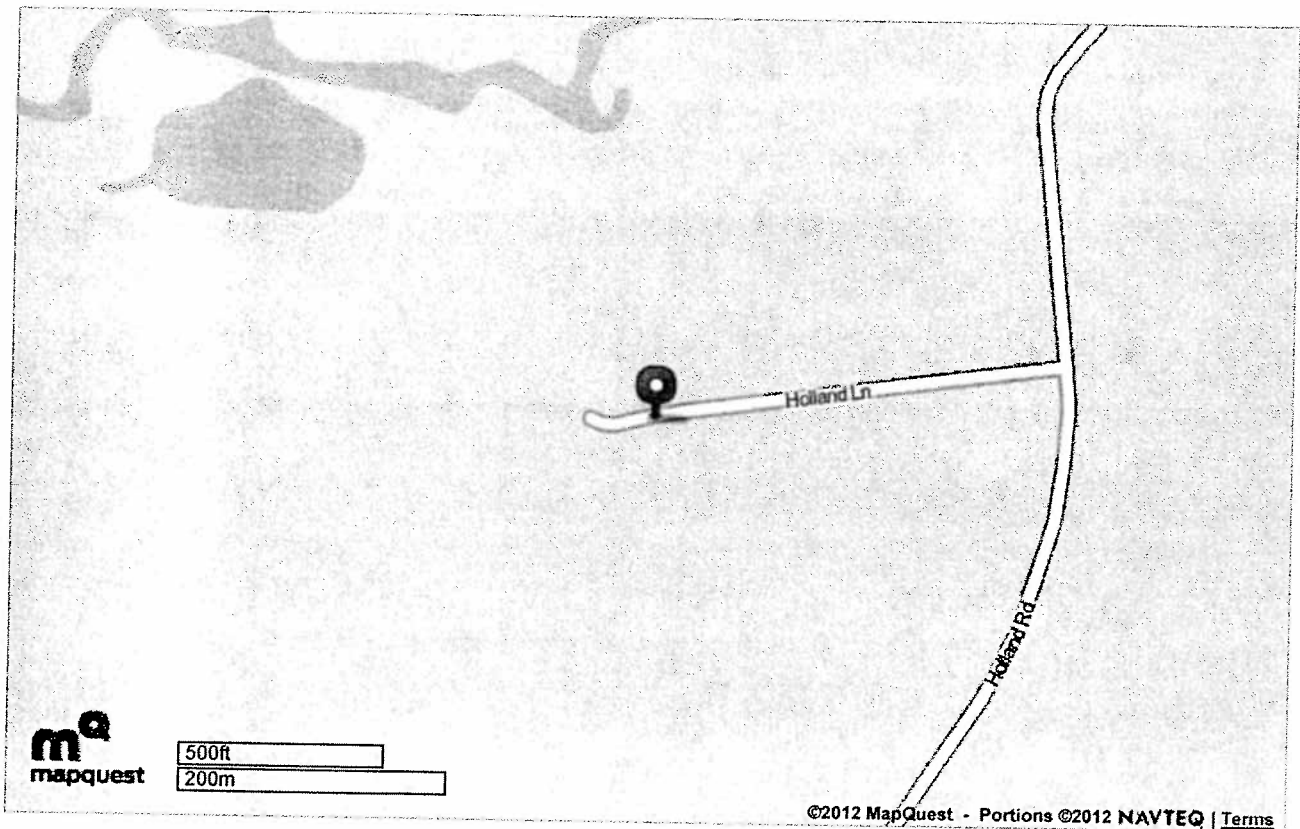
mapquest m^q

Map of:

28322 Holland Rd

New Church, VA 23415-3036

Notes



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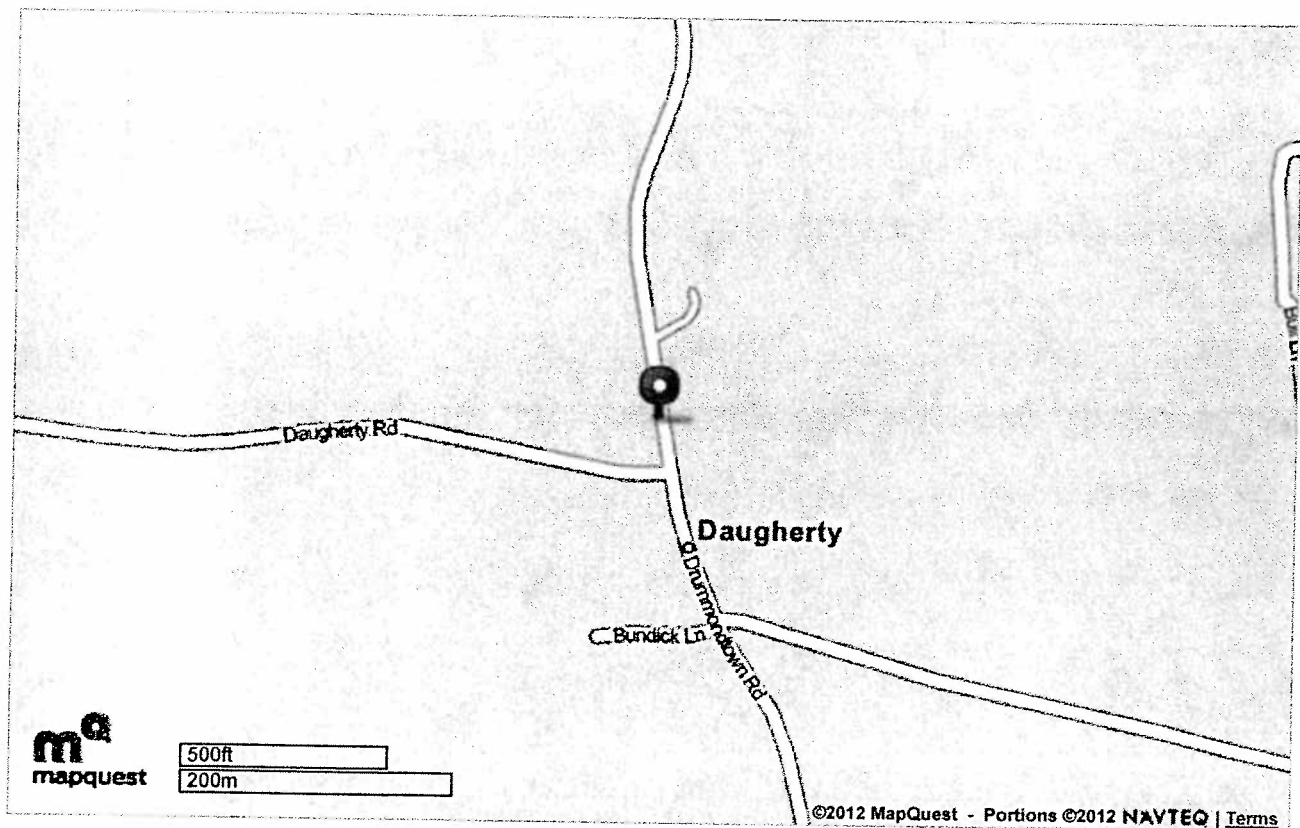
mapquest m^q

Map of:

25351 Drummondtown Rd

Accomac, VA 23301-2018

Notes



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Virginia Employment Commission

Summary of Employment Conditions
Specified on Job Order

1. Order Number: VA 316123
2. Name of Employer: Canam Harvesting, LLC
3. Location of Employer and Directions:
The work is performed at multiple locations throughout the Eastern Shore of Virginia. An attached Itinerary lists all the locations. The starting point each day will be the labor camp: Wachapreague Inn, 1 Main Street Wachapreague VA 23480. From Route 13 and Route 180 Intersection proceed East on Route 180 for 4 miles to Inn.
4. Period of Employment: 11/07/2012 through 12/07/2012
5. Work Schedule:
Minimum Hours Per Day 8
Days Per Week 5
6. Pay: Hourly \$15.81, which will increase at a rate of \$1.00/hour per year of experience over the 1 year qualifying requirement and will not be more than \$24/hour.
7. Work Tasks to be Performed: Drive and operate highly specialized combine harvesters; Inspect field to identify harvesting conditions, locate electrical lines and other obstacles, and perform appropriate adjustments on combine harvesters; may drive combine harvesters or other farm machinery from site to site for up to 30 miles of distance

-
8. Transportation Provided:
From Labor Camp to Work Site and Return

Comision de Empleo de Virginia

Resumen de las Condiciones de Empleo Que
Son especificadas en la orden de Trabajo

1. Numero de la Orden: VA 316123
2. Nombre del Empleador: Canam Harvesting, LLC
3. Lugar Y Direccion Del Empleador:
El trabajo se realizara en varias localidades a lo largo de la costa Este de Virginia. Vea la lista de localidades e itininerario adjunto. El punto de partida cada día será la vivienda: Wachapreague Inn, 1ra Calle, Wachapreague, VA 23480. De la interseccion de la Ruta 13 y Ruta 180 proceda este sobre la Ruta 180 for 4 millas hasta llegar al Wachapreague Inn.
4. El periodo de empleo tentative es del 7 de Noviembre, 2012 hasta el 7 de Diciembre, 2012.
5. Horario De Trabajo:
Minimo de 8 horas por dia
5 dias por semana
6. Pago: Sueldo Por Hora: \$15.81 el cual aumentara en la cantidad de \$1.00/hora por ano de experiencia adicional encima del ano de experiencia requerido para qualificar para el trabajo y no debe sobrepasar los \$24/hora
7. Tareas a desempenar: Conducir y operar cosechadoras altamente especializadas; Inspeccionar el terreno para identificar las condiciones de cosecha, localizar líneas eléctricas y cualquier otro obstáculo, y llevar a cabo los ajustes necesarios en las cosechadoras, pudiera conducir la maquina

9. Meals: Not provided- workers may do their own cooking- kitchen facilities are provided at housing.

10. Deductions:

Type:

Social Security- Yes
Income Tax- Yes
Transportation- None
Tools & Equip- None

11. Notes to Workers:

A copy of the full job order is available for inspection in this office:

VEC Workforce Center
Chesapeake Square Shopping Center
25036 Lankford Highway, Unit 16
Onley VA 23418

The employer has guaranteed your first week's wages unless he/she notifies this job service of a later starting date 10 days prior to the original start date.

In order for you to be eligible for this guarantee, you must contact the job service no later than 5 days prior to the start date. Any job service office will assist you in doing this.

cosechadora o cualquier otra maquinaria agrícola de un sitio a otro por una distancia máxima de 30 millas.

8. Transportacion Proveida: Desde la vivienda hasta el sitio de trabajo y de regreso.

Vivienda Desponible Para:

Personas: 10
Familias: N/A

9. Comidas: No se proveeran. Los trabajadores podran cocinar su propia comida en la cocina equipada proveida en la vivienda.

10. Deducciones:

Case:

Seguro Social	Si
Impuestos Sobre Ingresos	Si
Transportacion	No
Herramientas y Maquinaria	No

11. Notas a los trabajadores:

Una copia de la orden completa esta disponible para su inspección en esta oficina:
VEC Centro de Fuerza Laboral
Plaza del Centro Comercial Chesapeake
25036 Autopista Lankford, Unidad #16
Onley VA 23418

El empleador ha garantizado el pago por su primera semana a menos que le notifique a este servicio de empleo de la fecha de inicio 10 días antes de la fecha de inicio original. Para que usted sea elegible para esta garantía, debe comunicarse con el servicio de empleo a más tardar 5 días antes de la fecha de inicio. Cualquier oficina de servicios de empleo le ayudará a hacer esto.

Virginia Employment Commission
25036 Lankford Highway
P.O. Box 9
Onley, VA 23418
757-302-2029 Fax 757-302-2025

List of Supportive Services-Lista de Servicios Sostenibles

Social Services - Servicios Sociales

Accomac.....	787-1530
Eastville	678-5153
Food Stamps/Estampillas De Comida/Koupon Pou Manje'	Emergency Relief Assistance/Asistencia en casos de emergencia economica
Child Abuse/Ninos Maltratados/Timoun Ki Bezwen Ed	
Battered Wife/Esposas Maltratadas/Madam AK Traca	
Welfare/Asistencia Publica/Asistans Piblk	

Mental Health -Salud Mental

Nassawadox.....	442-7783
Onancock.....	787-7555

Legal Aid-Ayuda Legal

Belle Haven.....	442-3014
Intake Office.....	1-888-868-1072

Substance Abuse -Abuso De Substancia

Eastern Shore Community Services Board	442-7707
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Department of Health- Departamento De Sanidad

Accomack	787-5880/824-5616
Northampton.....	442-6228

Veteran Affairs- Asuntos De Veteranos

Accomack-Claims Service	787-5862
Veterans Administration, Roanoke.....	1-800-827-1000

Homeless Services- Servicios Para Los Que No Tiene Hogar

Shelter-Lighthouse Ministries	787-2535
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Telamon

Belle Haven.....	442-2002
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Riverside Shore Memorial Hospital

Nassawadox.....	414-8000
Toll Free Number	1-800-834-7035

Police- Policia

Accomack County.....	787-1131/824-5666
Northampton County	678-0458
State Police	757-787-5813 or 1-800-582-8350

Division of Motor Vehicles- Division De Vehiculos De Motor

Onancock.....	Toll Free 1-866-368-5463
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Food Bank- Banco De Comida

Tasley	787-2557
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Department of Rehabilitative Services- Departamento De Rehabilitacion

Belle Haven.....	787-5992
Toll Free Number	1-800-552-5019

Senior Citizens Program- Programa Para La Gente De Edad

Belle Haven.....	442-9652
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<u>Eastern Shore Vocational Center- Centro Vacacional</u>	442-3933
Exmore	
<u>Social Security Administration- Administracion De La Seguridad Social</u>	787-7141
Accomack.....	1-800-772-1213
Toll Free Number	
<u>Eastern Shore Community College- Colegio De La Comunidad</u>	789-1789 / or Toll Free: 1-877-871-8455
Melfa	
<u>Parks and Recreation- Parques Y Recreo</u>	787-3900
Accomack	678-0468
Northampton.....	
<u>U. S. Dept. of Labor Wage & Hour- Departamento Del Trabajo De Los EE.UU.</u>	1-757-455-0891
Norfolk – Division De Salarios Y Horas	1-866-487-9243
Toll Free Number	
<u>VPI Extension Service- Servicio De Extension</u>	787-1361
Accomack	414-0731
Northampton.....	
<u>School Board- Administracion De Escuelas</u>	787-5754
Accomack	678-5151
Northampton.....	
<u>Head Start- Escuelitas para Migrantes</u>	665-4976
Parksley	331-4897
Cheriton.....	789-5300
Tasley	
<u>Salvation Army-</u>	757-442-4606
Northampton County.....	757-787-1311
Accomack County.....	
<u>Poison Center- Centro De Envenenamiento</u>	414-8700
Toll Free Number	1-800-552-6337
<u>Migrant Ministry- Ministerio De Migrantes</u>	787-7862
Jim Albright, Onley	
<u>Department of Homeland Security-Immigracion</u>	1-800-375-5283
<u>St. Peter's Catholic Church- Iglesia Catolica De San Pedro</u>	787-4592
Onley.....	
<u>Domestic Violence-Violencia Domestica</u>	787-1329
Onancock.....	
<u>VA Dept. of Health-WIC- Departamento De Sanidad-WIC</u>	787-5886
Accomack	442-6228
Northampton.....	
<u>United Methodist Church-Iglesia De Los Methodistas Unidos-Carmen Colona, Pastora</u>	787-3332
<u>ALL EMERGENCIAS- Todas Las Emergencias</u>	911

The Virginia Employment Commission is an Equal Opportunity Employer/Program.
 Auxiliary Aids and Services Are Available Upon Request to Individuals With Disabilities.
 Telecommunications Devices for the Deaf (757) 302-2043
 La Comision de Empleo de Virginia es un Empleador/Programa de Oportunidad Igual.
 Ayudas y Servicios estan disponible para personas con discapacidades nadamas de preguntar en la oficina.
 Para Ingenios de Telecomunicaciones para la gente sorda llame al (757) 302-2043. *Updated 12/7/09 E.S. Office*